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DDO SUMMARY

Executive Positions (GS 15-17)

25X1

Projected Vacancies

FY 79  
FY 80  
FY 81

Accuracy of Last Year's Projection

Underestimated by

25X1

Executive List (GS 15-17)

25X1

Projected FY 79 Retirements/Resignations

GS 16-17

25X1

Projected Retirement Rate, GS-16 Up

12.1%

Executive Development Roster FY 79-81

Number

% ODS

GS-15  
GS-14  
GS-13

25X1

Ratio of Developmental Experiences to Officers  
on the EDR

1.8:1

% of Planned Developmental Experiences Achieved  
Last Year

86%

Ratio of Executive Development Roster to Executive  
Positions

1.1:1

DERIVATIVE CL BY 812963  
☐ DECL ☒ REV'D ON 7 March 1985  
 DERIVED FROM A903.17

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The DDO reports that currently only ☐ of its executive positions are staffed by officers considered to be fully qualified. After the FY 1979 transfers from the Executive Development Roster to the Executive List are added to the pool, the Directorate will still be ☐ fully-qualified officers short. In addition, there are ☐ projected GS-16 and GS-17 retirements/resignations for FY 79, bringing the shortage up to ☐ If all GS-15's on the Executive Development Roster are considered, the DO still has a shortage of officers to fill executive positions. Only ☐ of these GS-15's will be considered fully qualified this fiscal year, hence the statistics provided by the Career Service indicate that there will be a heavy reliance on all of them and on some GS-14's as well to satisfy requirements.

25X1

25X1

25X1

25X1

25X1

The figures on the chart for the DDO are based only on an analysis of the Directorate summary prepared by DDO/CMS. It should be noted that the component submissions do not support the Directorate summary. Because the Directorate did not use the standard format and instructions, the Office of Personnel cannot completely analyze the data. It can only be assumed that DDO/CMS has additional information which permitted them to reconcile the discrepancies between the component submissions and the overall report.

The lists of projected vacancies and of officers on the Development Roster could not be analyzed in the same manner as the other directorate submissions, again because of the non-standard format and instructions used in their preparation. A detailed analysis of selected

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small sections of the report suggest that the DO will have adequate human resources to fill projected vacancies in the near future, although some other executive positions will continue to be filled by less than fully-qualified officers. As suggested last year, the Executive Development Roster lists assignments to small, medium, and large stations, and to branch positions without further specificity, as developmental action. There are a number of individuals who are listed as having the potential to serve in more than one area division, but there is no indication of whether or not the proposals have been coordinated by CMS or by the divisions involved. A review of the entire Personnel Development Program would required the DDO to reorganize the material.

RECOMMENDATION: The ratio of officers on the Executive Development Roster to executive positions (1.1:1) appears low, particularly in view of the current .8:1 ratio of already qualified officers to these positions. Because of the long range staffing implications of such a low ratio, it is recommended that the Directorate review criteria for identifying individuals for the Roster with a goal of increasing the identification of junior officers who may have executive potential.

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DDO OFFICE SUMMARIES

O/DDO

Three vacancies projected for FY 80. No candidates identified and no officers on the EDR.

CIS

25X1 [ ] vacancies projected: [ ] in FY 79, [ ] in FY 80, and [ ] in FY 81. 25X1  
Chart V claims three candidates but no names are listed. [ ] officers  
are listed on the EDR, one with a firm assignment, one with "not yet  
firm". No training for either after FY 79.

PCS

[ ] 25X1

25X1 FY 81. Charts IV and V show [ ] candidates for vacancies, but only one  
25X1 name is listed. [ ] officers are on the EDR. Both have assignments  
and one has training, but not beyond FY 79. There are no GS-13's or  
14's on the EDR and no goals or achievements for EEO.

QMS

25X1 [ ] vacancies are projected: [ ] in FY 79, [ ] in FY 80, and [ ] in 25X1  
25X1 FY 81. No names are listed. [ ] is on the EDR with a broad  
statement relative to a developmental assignment but no identification  
of substantive content. No training planned.

EPDS

25X1 [ ] vacancies are projected: [ ] in FY 79, [ ] in FY 80, and 25X1  
25X1 [ ] FY 81. Charts IV and V reflect candidates, but no names are listed.  
25X1 [ ] are on the EDR, all with assignments, but only one with  
training.

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CCS

25X1 [ ] vacancies are projected for FY 80, but only one name is  
25X1 listed. [ ] are listed on the EDR, all with assignments,  
but only one with training. No EEO goals or achievements are reported.

IAD

25X1 [ ] vacancies are projected: [ ] in FY 79, [ ] in FY 80, and 25X1  
25X1 [ ] in FY 81. Although Chart V shows [ ] candidates for the [ ] positions, 25X1  
25X1 no names are listed. There are [ ] officers on the EDR. Assignments  
and training appear to be reasonable.

AF

25X1 [ ] vacancies are projected: [ ] in FY 80 and [ ] in FY 81. 25X1  
Although Charts IV and V reflect candidates, no names are listed. There  
25X1 are [ ] officers on the EDR; most are continuing in their current  
assignments. Training courses are standard ones, one per person.

25X1 [ ]  
25X1 [ ] vacancies are projected: [ ] in FY 79, [ ] in FY 80, and [ ] in 25X1  
FY 81. Although Charts IV and V reflect some candidates, specific names  
25X1 are not listed. Of [ ] officers on the EDR, [ ] have one training  
course planned, the others none. All have general assignments. No  
EEO goals or achievements are reported.

EUR

Sixty-one vacancies are projected: 21 in FY 79, 21 in FY 80, and  
19 in FY 81. Charts IV and V reflect [ ] candidates, but only 25X1  
25X1 [ ] individuals are specifically named. There are [ ] officers on the 25X1  
EDR and the assignments and training for them appear to be well-planned.

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EA

25X1 [ ] vacancies are projected: [ ] in FY 79, [ ] in FY 80, [ ] in 25X1  
 FY 81. Although Charts IV and V reflect sufficient numbers of  
 25X1 candidates, only [ ] individuals are specifically named. There are [ ] 25X1  
 listed on the EDR (Chart II A shows [ ] with assignments. Training is 25X1  
 barely adequate.

NE

25X1 [ ] vacancies are projected: [ ] in FY 79 and [ ] in FY 80. 25X1  
 Chart V reflects sufficient candidates, but no names are listed. The  
 25X1 [ ] officers on the EDR have assignments planned for them but no  
 25X1 training for any of them. [ ] are overseas.

SE

25X1 [ ] vacancies are projected: [ ] in FY 79, [ ] in FY 80, and 25X1  
 25X1 [ ] in FY 81. Two candidates are named; a few more are reflected on  
 25X1 Charts IV and V. Of the [ ] officers on the EDR, only [ ] with no 25X1  
 assignments planned are slated for any training.

LA

25X1 [ ] vacancies are projected: [ ] in FY 79, [ ] in FY 80, and [ ] 25X1  
 25X1 in FY 81. [ ] candidates are named, although Charts IV and V reflect  
 considerably more. Good planning is shown for the [ ] officers on the 25X1  
 EDR.

IMS

25X1 [ ] vacancies are projected: [ ] in FY 79, [ ] in FY 80, and [ ] in 25X1  
 FY 81. No candidates are listed, but Charts IV and V reflect candidates  
 for all positions except one to be filled from outside IMS. There are

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25X1 [ ] Planning appears to be reasonable, except for two officers with no training.

25X1 [ ]

25X1 [ ] vacancies are projected: [ ] in FY 79 and [ ] in FY 80. Although candidates are not named for specific jobs, it is clear from the list of candidates that the vacancies can be filled. There are [ ] officers on the EDR. Three have no training planned; the others appear to be in good shape.

25X1

25X1

25X1 [ ]

25X1 [ ] vacancies are projected for FY 79. There are no candidates listed and no officers on the EDR.

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25X1

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